



Board of Commissioners of Cook County

118 North Clark Street
Chicago, IL

Legislation Text

File #: 23-0233, Version: 1

PROPOSED RESOLUTION

APPROVAL OF SALARY SCHEDULES INCLUDING AN ECONOMIC PACKAGE (WAGE INCREASES AND HEALTHCARE) BETWEEN THE OFFICE OF THE COOK COUNTY STATE’S ATTORNEY AND THE ILLINOIS FRATERNAL ORDER OF POLICE (FOP), REPRESENTING INVESTIGATORS

WHEREAS, the Illinois Public Employee Labor Relations Act (5 ILCS 315/1 et seq.) has established regulations regarding collective bargaining with a union; and

WHEREAS, a collective bargaining agreement for the period of December 1, 2020, through November 30, 2024, has been negotiated between the Office of the Cook County State’s Attorney and the Illinois Fraternal Order of Police (FOP), representing Investigators; and

WHEREAS, salary adjustments and general wage increases are reflected in the salary schedules included in the collective bargaining agreement negotiated between the Office of the Cook County State’s Attorney and the Illinois Fraternal Order of Police, FOP, representing Investigators; and

- (a) effective upon ratification by the Cook County Board of Commissioners, all bargaining unit members in active status shall receive a one-time \$2,000 payment; and
- (b) effective upon ratification by the Cook County Board of Commissioners, all bargaining unit members eligible under the American Rescue Plan (ARP), shall receive a one-time \$1,000 pandemic payment; and
- (c) effective the first full pay period on or after June 1, 2021, the pay rates for all job classifications shall be increased by 1.50%; and
- (d) effective the first full pay period on or after June 1, 2022, the pay rates for all job classifications shall be increased by 2.50%; and
- (e) effective December 1, 2022, all bargaining unit members in active status shall receive a one-time \$1,000 payment; and
- (f) effective the first full pay period on or after June 1, 2023, the pay rates for all job classifications shall be increased by 2.50%; and
- (g) effective the first full pay period on or after June 1, 2024, the pay rates for all job classifications shall be increased by 2.00%; and
- (h) Investigators shall receive a one-time \$250 non-recurring uniform allowance; and
- (i) Grade SA1 employees shall be automatically upgraded to Grade SA2, Step 2 on the next full pay period after they would attain Grade SA1, Step 5.

WHEREAS, the Cook County Healthcare Plan (Appendix C) shall be revised as follows:

<u>Item</u>	<u>Upon ratification by County Board</u>		
	<u>Current</u>	<u>12/1/2022</u>	<u>12/1/2023</u>
HMO Health Insurance	1.50%	1.75%	2.25%
Employee Only	1.50%	1.75%	2.25%

Employee + Spouse	2.00%	2.50%	3.25%
Employee + Child(ren)	1.75%	2.25%	2.75%
Employee + Family	2.25%	3.00%	4.00%
PPO Health Insurance	<u>Current</u>	<u>12/1/2022</u>	<u>12/1/2023</u>
Employee Only	2.50%	2.75%	3.25%
Employee + Spouse	3.00%	3.50%	4.25%
Employee + Child(ren)	2.75%	3.25%	3.75%
Employee + Family	3.25%	4.00%	5.00%

Emergency Room Copay Increased to \$100.00, effective December 1, 2022.

Out of Pocket
Maximum (PPO) Current: \$1,600/\$3,200 (single/family; in network)
\$3,200/\$6,400 (single/family; out of network)
12/1/2022: \$2,000/\$4,000 (single/family; in network)
\$4,000/\$8,000 (single/family; out of network)

NOW THEREFORE BE IT RESOLVED, the Cook County Board of Commissioners does hereby approve the salary adjustments and general wage increases as provided by the Bureau of Human Resources.